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**From:** Han, Linda (DPH)  
**Sent:** Friday, April 01, 2011 2:43 PM  
**To:** Young, David (EHS)  
**Subject:** Fw: documentation of workplace environment issues

**Importance:** High

----- Original Message -----

From: Ann Looney [mailto:[alooney@moses-ma.org](mailto:alooney@moses-ma.org)]  
Sent: Friday, April 01, 2011 01:24 PM  
To: 'Clemmer, Jill (DPH)' <[Jill.Clemmer@state.ma.us](mailto:Jill.Clemmer@state.ma.us)>; 'Greer, Garry (DPH)' <[Garry.Greer@state.ma.us](mailto:Garry.Greer@state.ma.us)>; 'Hennigan, Scott (DPH)' <[Scott.Hennigan@state.ma.us](mailto:Scott.Hennigan@state.ma.us)>; 'Bird, Ciranna (DPH)' <[Ciranna.Bird@state.ma.us](mailto:Ciranna.Bird@state.ma.us)>  
Cc: 'Han, Linda (DPH)' <[Linda.Han@state.ma.us](mailto:Linda.Han@state.ma.us)>; 'Corkren, Edward (DPH)' <[Edward.Corkren@state.ma.us](mailto:Edward.Corkren@state.ma.us)>; 'Salemi, Charles (DPH)' <[Charles.Salemi@state.ma.us](mailto:Charles.Salemi@state.ma.us)>; 'Lawler, Michael (DPH)' <[Michael.Lawler@state.ma.us](mailto:Michael.Lawler@state.ma.us)>; 'B. Marie Cunningham' <[bmcunningham@moses-ma.org](mailto:bmcunningham@moses-ma.org)>  
Subject: RE: documentation of workplace environment issues

Hello all:

I would not necessarily have characterized my comments as Board Member Clemmer has so here is what I would say to clarify.

1st there is nothing unlawful or contractually violative in ordering and having ammunition parts mailed to oneself. It is done every day in this country.

2d Anyone who feels threatened or unsafe in their workplace needs to be able to articulate specific incidences of actions and/or behaviors to management for management to be able to address them

3d -Because someone is a jerk, weird, mean spirited, odd, etceteras does not qualify as a safety concern that would be redressable by management.

However, someone who raised their hands to you, touched you, threatened you verbally those are things that management may redress.

Further, regarding the ammunition parts, it's my understanding that this incident has been resolved.

I hope this clarifies the situation.

-----Original Message-----

From: Clemmer, Jill (DPH) [mailto:[Jill.Clemmer@state.ma.us](mailto:Jill.Clemmer@state.ma.us)]  
Sent: Friday, April 01, 2011 11:16 AM  
To: Greer, Garry (DPH); 'Hennigan, Scott (DPH)'; Bird, Ciranna (DPH)  
Cc: Looney, Ann; 'Han, Linda (DPH)'; 'Corkren, Edward (DPH)'; Salemi, Charles (DPH)  
Subject: documentation of workplace environment issues

I just spoke with Ann Looney regarding the concerns that you've raised this week - the negative workplace environment on the 4th floor, due to an employees receipt of ammunition parts here at the lab recently. It is important to know that management cannot take action without specific examples of a negative workplace being caused by this individual. Documentation is the key in presenting the facts that managers will need to know during this type of investigation. Please encourage all persons with these complaints to provide documentation of specific circumstances perpetrated by the employee that helped to create the negative workplace environment.

I will follow-up with Dr. Han to see where Managements' investigation stands. At this point, I do not believe that any disciplinary action has occurred for the employee who received the ammunition parts.

Jill

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